



UNIVERSITY OF SOUTH ALABAMA

PLENARY MINUTES

Faculty Senate

DATE/TIME: August 16, 2023, 3:00 pm

LOCATION: MCOB 265

ATTENDEES

Adams, Jamie

Arif, Delaware

Beebe, Donald

Black, Michael

Borchert, Glen

Brock, Casey

Brower, Greg

Ni Chadhain, Sinead

Copeland, Donna

Coronado, Yun

Curtis, Missy

Dasinger, Jacob

Davidson, Clay

Donaldson, Amanda

Ferguson, Susan

Getch, Yvette

Godang, Romulus

Hauff, Caitlyn

Hartin, Charles "Chip"

Hudson, Geoffrey

Huang, Jingshan

Kersey, Jeremy

Khan, Zoya

Lin, Mike

Marass, Ashley

Meola, David
Migaud, Marie
Miller, Kristina
Min, Hosik
Myers, Charlene
Pavelescu, Andrei
Pfleegr, Jenna
Rabideau, Brooks
Raczkowski, Christopher
Richardson, Joe
Shaw, Thomas
Shepard, Beth
Singh, Seema
Tate, Vicki
ter Horst, Eleanor
Thompson, Tara
Turnipseed, David
Vandewaa, Arie
Vandewaa, Elizabeth
Vrana, Laura
Walker, Sean
Wassenaar, Christina
Webb, Bret
Weber, David

- Call to Order
- Approval of Minutes
- Approval of Agenda
- President's Report (In writing)

MS reciprocity: How is it impacted by MS new initiative to require application so that our clinical students don't "interfere" with their clinical students.

Full time faculty salaries brought up to 25%, and will continue to do salary surveys for full time faculty and for instructors this time. We also asked them to look at COL adjustments. Admin is looking at a cost-of-living adjustment/bonus (non confirmed).

Academic Dean Searches—Dr. Pardue is interim for business & Dr. Kovaleski is interim for CEPS.

Refer to President's report re: Raj & Pardue AI committee.

Guidance for insert into syllabus template, A&S policy will be sent to senate.

Suggestions link is open

Fact book has information (see link)

Of note, the lowest level math students have highest enrollment (i.e. those who do not have an ACT score). How are these counted in fall enrollments and measured against FTE?

- Faculty Senate Survey Presentation
- Old Business:
 - Vote for Parliamentarian- Ashely Marass is new Parliamentarian
- Ombudsperson Nominees: Shelly Holden, Susan McCready, Tracy O'Connor names were submitted to president
 - Bylaws-Presented at May meeting (motion carried to approve bylaws)
- Reports from Senate Committees
 - Mentoring Committee (MePLE)-Lisa LaCross's email, 3-4 meetings per semester, you get University service credit for it.

- Sinead-University Policies and Faculty Handbook Committee met to review sabbatical and mid-probationary review w/proposed changes.
 - Defining sabbatical vs. other leaves, clarity of policy
 - “External Fellowship Leave” that would be separate from sabbatical and would not restart the sabbatical clock (deadlines that don’t align with sabbatical)
 - Added language for required rationale for denial for sabbatical (by dept. chair)
 - Compensation section: removed “extraordinary cases”; added cases of non-standard time (not during regular semester or 12-month employees)
 - Changed language to “two semesters” for time you are required to be back at work after sabbatical
 - Asked for feedback (possibly rubric) for sabbatical proposal (like with a grant submitted)
 - Committees-who can participate
 - Deleted “use of sabbatical report for annual review” since it is due after annual evaluations.
 - Also working on mid-probationary review revision.
 - Nontenure track policy—both replaced. CAD thought they had just added professor of instruction policy. Nontenure track faculty may not be evaluated by the same criteria as tenure track based on the language. No provision for evaluation of research faculty.
 - We will send the new language out to senate for a vote.
 - Amanda Donaldson-BAS degree (bachelor of applied science degree), allowing more credits to be transferred in for a true 2+2 agreement with community college partners. Will likely have a pilot program and will decide where it will be housed.
- Reports from Caucus Leaders
 - Reports from University Committees
 - New Business (Informational)
 - 4:00 Speaker: Michael Cox, AVP Student Enrollment Management—Did not attend--May be able to come later
 - 4:15 Speaker: Deidra Byas, Title IX Coordinator
 - Resources for students who are pregnant
 - Resources for parents (with children of any age)
 - Julia Crissman-120 students who were pregnant, were parents, or who had a medical termination of pregnancy
 - Resources such as nourishment, **diapers, wipes, pull-ups (in office here)**, custody, parental education, car seats, other necessities. They accept donations. Will ship to online students once per semester.

- They will send a letter re: accommodations based on federal regulations. Violators can be anonymously reported, since we are all mandated reporters.
 - Consideration—what to do for graduate assistants (accommodations for school work, but not for their jobs).
 - Must have time to lactate “Pump Act”—can use Title IX pump rooms.
 - What is the process for accommodations? First meet with Deidra Byas to figure out what accommodations are realistic. Faculty can discuss if they have ideas about how it might be better changed. Faculty is always welcome to go above and beyond.
 - Can include a statement for Title IX in syllabi (she will spend).
 - You can report Title IX concerns online.
 - Sexual harassment policy updates forthcoming.
- Discussion of faculty surveys (Donna will send out). 135 participants, 15.9% response rate.
 - Adjournment